



6 March 2026

Email:

Dear

FREEDOM OF INFORMATION REQUEST

Request No: 47280-26
Subject: staff professionalism policy
Date Received: 27/02/2026 03:14hrs

Thank you for your request for information received on 2nd March 2026 which was dealt with under the terms of the Freedom of Information Act 2000. Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and that is detailed below.

FOI QUESTION(S)	ANSWER(S)
<p>I'm writing to inquire the NIAS staff professionalism policy. I would like to know if there is documented policy that all workers must read and/or sign before starting work in the organization.</p> <p>If there is such a policy in place, I would like to request a copy.</p>	<p>Within NIAS the 'Code of conduct for HSC Employees sets out the expectations of staff professionalism conduct and performance. This operates alongside Trust level codes and disciplinary procedures.</p> <p>It should in addition be noted that any staff member who is HCPC registered or with another professional body will also be expected to meet the required standards as set out by their appropriate professional council/body.</p> <p>All employees of NIAS will be issued with a contract of employment which they are asked to read, sign and return. This includes the following extract:</p> <p>38. Code of Conduct</p> <p><i>You are required to comply with the Trust's relevant Codes of Conduct. Any breach of these Codes may lead to disciplinary action being taken. For relevant Code of Conduct see attached Schedule.</i></p>

I hope the above fully assists you.

Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter.



If you require an internal review to be undertaken, please request this via the email address: information.governance@nias.hscni.net

Or submit via

Director of Planning, Performance and Corporate Services, Northern Ireland Ambulance Service (NIAS) HSC Trust, Site 30, Knockbracken Healthcare Park, Saintfield Road, Belfast, BT8 8SG.

If following an internal review, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the Trust has complied with the terms of the Freedom of Information Act.

You can write to the Information Commissioner at:

Email: ni@ico.org.uk
Website: [ICO Website](https://ico.org.uk)
Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF
Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

Please be advised that NIAS replies under Freedom of Information may be released into the public domain via our website @ <https://nias.hscni.net> Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

(not signed – issued by email)

Information Governance Team

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This response has been prepared for disclosure log publication. Only minor editorial or redaction amendments have been made for clarity and compliance with data protection legislation. The substantive content is identical to that provided to the requestor and the original issued version remains the authoritative record.